

Returns: 683 Response rate : 73% **Civil Service People Survey 2017** ♦ Statistically significant difference from comparison Strength of association with engagement Employee engagement is shaped by experience at work, as measured by nine themes in the survey shown below. Organisational **Engagement Index** objectives and My work My manager My team purpose **73**% J **65%** 83% 75% **61** % Difference from Difference from Difference from Difference from Difference from +3 🔶 +2 +4 🔶 0 +1 previous survey previous survey previous survey previous survey previous survey Difference from Difference from Difference from Difference from Difference from -3 🔶 -6 🔶 -5 🔶 +3 🔶 CS2017 CS2017 CS2017 CS2017 CS2017 Difference from CS Difference from CS -4 🔶 Difference from CS -6 🔶 -12 🔶 Difference from CS -8 💠 Difference from CS 0 **High Performers High Performers High Performers High Performers High Performers** Learning and Inclusion and fair Leadership and **Resources and** Pay and benefits workload managing change development treatment 71 % 70% **45%** 30% 35% Difference from Difference from Difference from Difference from Difference from 0 +1 +4 🔶 +3 ∻ +5 🔶 previous survey previous survey previous survey previous survey previous survey Difference from Difference from Difference from Difference from Difference from -8 💠 -6 🔶 -2 🔶 0 -11 💠 CS2017 CS2017 CS2017 CS2017 CS2017 Difference from CS -12 🔶 Difference from CS -9 🔶 Difference from CS -5 🔶 Difference from CS -6 🔶 Difference from CS -16 🔶 **High Performers High Performers High Performers High Performers High Performers**



Returns : 683

Civil Service People Survey 2017

The table below shows how you performed on each of the nine themes ranked by the strength of association with engagement. The themes which have the strongest association with engagement should be the focus for action. See the appendix for further details.

i Usitive	previous survey	from	from CS High Performers
35%	+5∻	-11 🔶	-16令
73%	+2	-3 🔶	-6 🔶
65%	+1	-5 🔶	-8 🔶
30%	+3令	0	-6 🔶
45%	0	-8 🔶	-12∻
75%	+4∻	-6 🔶	-12∻
70%	+4 ∻	-2 💠	-5 🔶
83%	0	+3 💠	0
71%	+1	-6 🔶	-9 🔶
	73% 65% 30% 45% 75% 70%	35% +5 <	35% +5% -11 % 73% +2 -3 % 65% +1 -5 % 30% +3% 0 45% 0 -8 % 75% +4% -6 % 70% +4% -2 % 83% 0 +3 %

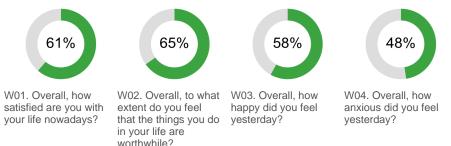
Strength of association with engagement

Response rate : 73%

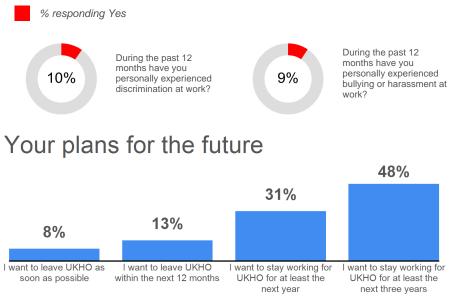
 \diamond Statistically significant difference from comparison

Wellbeing





Discrimination, bullying and harassment







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Civil Service People Survey 2017

Headline scores

Highest positive scoring % Positive questions	Highest neutral scoring % Neutral questions	Highest negative scoring % Negative questions
B54 I am trusted to carry out my job effectively	Senior Managers (C grade + ExCo) in UKHO B59 actively role model the behaviours set out in the Civil Service Leadership Statement	B35 I feel that my pay adequately reflects my performance
90%	46%	55%
B01 I am interested in my work	B53 Where I work, I think effective action has been taken on the results of the last survey	B37 Compared to people doing a similar job in other organisations I feel my pay is reasonable
88%	45%	54%
B19 The people in my team work together to find ways to improve the service we provide	B17 Poor performance is dealt with effectively in my team	B42 I feel that change is managed well in UKHO
86%	42%	49%
B18 The people in my team can be relied upon to help when things get difficult in my job	Learning and development activities I have B22 completed in the past 12 months have helped to improve my performance	B61 I am aware of the Civil Service vision for 'A Brilliant Civil Service'
85%	39%	44%
B31 I have the skills I need to do my job effectively	B62 I understand how my work contributes to helping us become 'A Brilliant Civil Service'	B62 I understand how my work contributes to helping us become 'A Brilliant Civil Service'
85%	38%	42%



										l	UKF	Hydro	grap	hic Office
United Kingdom Hydrographic Office				Retu	urns : 683		Re	espons	se rate	: 73%	6 C	ivil Servic	e Peop	le Survey 2017
All questions by theme												cates a variation in		nce from comparison ng from your previous survey
My work	73 %	+2	Difference from previous survey		Strength of association with engagement	Strongly agree	Agree	Neither		Strongly lisagree	% Positive	Difference from previous survey	Difference from CS2017	Difference from CS High Performers
B01 I am interested in my work						3	8	Ę	51	7	88%	0	-2 💠	-4 💠
B02 I am sufficiently challenged by m	y work					30		47	12	2 8	77%	0	-4 🔶	-6 🔶
B03 My work gives me a sense of pe	rsonal accor	nplishm	nent			25		49	14	9	74%	+3 🔶	-3 🔶	-5 🔶
B04 I feel involved in the decisions th	at affect my	work				13	41		23 1	7 7	53%	+3	-5 🔶	-11 🔶
B05 I have a choice in deciding how	do my work	< c				21		54	17	7 6	74%	+5 🔶	-1	-6 🔶
Organisational objectives and purpose*	75 %	+4 ≺	Difference from previous survey		Strength of association with engagement	Strongly agree	Agree	Neither		Strongly lisagree	survey. P		cores have b	er question in this year's been recalculated on this aparison
B06 I have a clear understanding of L	JKHO's obje	ctives				14		59	17	9	72%	+5 🔶	-8 🔶	-14 💠
B07 I understand how my work contri	butes to UK	HO's ob	ojectives			19		59	1	15 5	79%	+2	-5 🔶	-9 🔶

						I	JKŀ	Hydrog	grapl	nic Office
United Kingdom Hydrographic Office			Returns : 683		Response	rate : 73%	b C	civil Servio	e Peop	le Survey 2017
All questions by theme								cates a variation in		nce from comparison ng from your previous survey
My manager	65 [%] +1	Difference from previous survey	Strength of association with engagement	Strongly Agre agree	ee Neither Disa	agree Strongly disagree	% Positive	Difference from previous survey	Difference from CS2017	Difference from CS High Performers
B08 My manager motivates me to be	more effective in r	ny job		18	44	21 13 5	62%	-1	-8 🔶	-13 🔶
B09 My manager is considerate of m	y life outside work			39	45	11	84%	+1	0	-3 🔶
B10 My manager is open to my ideas	3			30	50	12	80%	-1	-1	-4 🔶
B11 My manager helps me to unders	stand how I contribu	ite to UKHO's	s objectives	13	49	26 9	62%	+4 💠	-3 🔶	-8 🔶
B12 Overall, I have confidence in the	e decisions made by	/ my manage	r	23	47	17 9	70%	0	-4 🔶	-9 🔶
B13 My manager recognises when I	have done my job	well		25	49	14 9	74%	+3 🔶	-5 🔶	-9 🔶
B14 I receive regular feedback on my	y performance			16	44	22 14 5	60%	0	-8 🔶	-13 🔶
B15 The feedback I receive helps me	e to improve my pe	formance		15	41 2	29 11	55%	+2	-8 🔶	-12 💠
B16 I think that my performance is ev	valuated fairly			14	49	24 9	63%	+2	-2 🔶	-7 🔶
B17 Poor performance is dealt with e	effectively in my tea	m		6 31	42	14 8	37%	+1	-3 🔶	-7 💠



										l	UKŀ	Hydro	grapl	nic O	ffice
United Kingdom Hydrographic Office				Ret	urns : 683		Re	espons	se rate	e : 73%	b C	civil Servio	e Peop	le Surve	y 2017
All questions by theme												cates statistically si cates a variation in	•	ng from your prev	
My team	83 %	0	Difference from previous survey		Strength of association with engagement	Strongly agree	Agree	Neither	Disagree	Strongly disagree	% Positive	Difference from previous survey	Difference from CS2017	Difference from CS High Performers	
B18 The people in my team can be read job	elied upon to h	nelp w	hen things	get dif	ficult in my		39		46	10	85%	-2 🔶	0	-2 🔶	
B19 The people in my team work tog provide	ether to find w	ays to	o improve t	he serv	vice we	3	4	5	2	9	86%	+2	+4 🔶	+1 🔶	
B20 The people in my team are enco doing things	uraged to con	ne up	with new a	nd bett	er ways of	30		49		15 5	79%	+2	+4 🔶	0	
Learning and development	45 %	0	Difference from previous survey		Strength of association with engagement	Strongly agree	Agree	Neither	Disagree	Strongly disagree					
B21 I am able to access the right lea to	rning and deve	elopm	ent opportu	unities	when I need	11	44		28	14	55%	+2	-9 🔶	-14 🔶	
B22 Learning and development activ helped to improve my performan	ities I have co ice	mplet	ed in the pa	ast 12 r	months have	12	33		39	11 5	44%	0	-8 🔶	-14 🔶	
B23 There are opportunities for me to	o develop my	caree	r in UKHO			9	28	26	22	14	37%	-1	-10 🔶	-18 🔶	
B24 Learning and development activ are helping me to develop my ca		mplet	ed while wo	orking f	or UKHO	10	35	3	1	16 8	45%	+1	-2	-7 💠	



										UK	Hydro	grapl	nic Of	fice
United Kingdom Hydrographic Office				Retu	urns : 683		Resp	onse rat	te : 73%	6	Civil Servi	ce Peop	le Survey	/ 2017
All questions by theme						 indicates statistically significant difference from co indicates a variation in question wording from you 						ng from your previ		
Inclusion and fair treatment	71 %	+1	Difference from previous survey		Strength of association with engagement	Strongly agree	Agree Neit	her Disagree	e Strongly disagree	% Positive	Difference from previous survey	Difference from CS2017	Difference from CS High Performers	
B25 I am treated fairly at work						23	5	3	15 6	76%	0	-4 🔶	-7 🔶	
B26 I am treated with respect by the	people I wor	k with				27		58	11	84%	-1	-1	-3 🔶	
B27 I feel valued for the work I do						15	43	21	14 7	58%	0	-8 🔶	-14 🔶	
B28 I think that UKHO respects individual backgrounds, ideas, etc)	idual differer	nces (e.	g. cultures,	workin	g styles,	17	48	23	3 8 5	65%	+4 🔶	-11 🔶	-15 🔶	
Resources and workload*	70 %	+4 ∻	Difference ≻ from previous survey		Strength of association with engagement	Strongly agree	Agree Neit	her Disagree	e Strongly disagree	survey.	eme score is base Previous survey o allow for the the	scores have b	een recalculate	
B29 I get the information I need to do	o my job well					8	58	2	3 10	66%	+2	-4 💠	-8 🔶	
B30 I have clear work objectives						10	59	1	6 11	70%	+7 🔶	-6 🔶	-10 🔶	
B31 I have the skills I need to do my	job effective	ly				20		64	11	85%	+1	-4 🔶	-6 🔶	
B32 I have the tools I need to do my	job effective	У				9	54	19	14	64%	+3 🔶	-6 🔶	-13 🔶	
B33 I have an acceptable workload						9	57	17	12	66%	+8 🔶	+6 🔶	0	
B34 I achieve a good balance betwe	en my work l	ife and	my private	life		18	54		17 9	72%	+2	+4 💠	-2 💠	



				UK	Hydro	grapł	nic Office
United Kingdom Hydrographic Office	Returns : 683	Re	esponse rate : 7	3%	Civil Servio	ce Peop	le Survey 2017
All questions by theme							ng from your previous survey
Pay and benefits 30 [%] +3 ☆ Difference from previous survey	Strength of association with engagement	Strongly Agree agree	Neither Disagree Strong disag		Difference from previous survey	Difference from CS2017	Difference from CS High Performers
B35 I feel that my pay adequately reflects my performance		22 19	31 24	27%	+3 🔶	-4 💠	-11 🔶
B36 I am satisfied with the total benefits package		8 34	23 21 1	4 41%	+7 🔶	+8 🔶	+1
B37 Compared to people doing a similar job in other organisations I reasonable	feel my pay is	5 18 24	30 24	23%	0	-3 🔶	-10 💠
Leadership and managing change* 35% +5 	Strength of association with engagement	Strongly Agree agree	Neither Disagree Stron- disag	e survey		scores have b	er question in this year's een recalculated on this parison
B38 Senior Managers (C grade + ExCo) in UKHO are sufficiently vis	sible^	35	23 24 1	3 39%	+8 🔶	-21 🔶	-30 💠
B39 I believe the actions of Senior Managers (C grade + ExCo) are UKHO's values^	consistent with	31	37 17	2 34%	+7 🔶	-19 🔶	-26 🔶
B40 I believe that ExCo has a clear vision for the future of UKHO		32	37 16	1 36%	+1	-13 🔶	-19 🔶
B41 Overall, I have confidence in the decisions made by UKHO's Se grade + ExCo)^	enior Managers (C	26	37 20 1	³ 29%	+5 🔶	-19 🔶	-25 💠
B42 I feel that change is managed well in UKHO		20 29	9 34 1	22%	+5 🔶	-11 🔶	-19 🔶
B43 When changes are made in UKHO they are usually for the bette	er	29	36 24	30%	+5 🔶	-3 🔶	-10 🔶
B44 UKHO keeps me informed about matters that affect me		44	29 16	7 47%	-3	-11 🔶	-17 🔶
B45 I have the opportunity to contribute my views before decisions a affect me	are made that	33	30 22 1	2 36%	+5 🔶	-3 🔶	-12 💠
B46 I think it is safe to challenge the way things are done in UKHO		5 38	30 16	10 44%	+7 🔶	-2 💠	-9 🔶



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United Kingdom Hydrographic Office	Returns : 683	R	esponse	rate : 73%	C	ivil Servic	e Peop	le Survey 2017
All questions by theme						cates a variation in		nce from comparison Ig from your previous survey
Engagement	Stron agre		Neither Dis	agree Strongly disagree	% Positive	Difference from previous survey	Difference from CS2017	Difference from CS High Performers
B47 I am proud when I tell others I am part of UKHO	2	20	47	26 6	67%	+5 🔶	+5 🔶	-2
B48 I would recommend UKHO as a great place to work	14	4 38	29	9 14 5	52%	+11 🔶	-3 🔶	-11 💠
B49 I feel a strong personal attachment to UKHO	14	4 39	2	8 14	54%	+4 💠	+5 💠	-3 💠
B50 UKHO inspires me to do the best in my job	10	35	34	15 6	45%	+5 🔶	-3 🔶	-9 🔶
B51 UKHO motivates me to help it achieve its objectives	8	33	35	18 7	41%	+5 🔶	-5 🔶	-13 🔶
Taking action	Stron		Neither Dis	agree Strongly disagree				
B52 I believe that Senior Managers (C grade + ExCo) in UKHO will results from this survey^	take action on the	30	29	21 17	33%	+9 🔶	-17 🔶	-25 🔶
B53 Where I work, I think effective action has been taken on the res	sults of the last	20	45	18 14	23%	+8 🔶	-13 🔶	-22 💠

				UKŀ	Hydro	grapl	nic Office
United Kingdom Hydrographic Office	Returns : 683	Respon	se rate : 73%	6 C	civil Servio	e Peop	le Survey 2017
All questions by theme					cates a variation in		nce from comparison ng from your previous survey
Organisational culture	Strongly agree	Agree Neither	Disagree Strongly disagree	% Positive	Difference from previous survey	Difference from CS2017	Difference from CS High Performers
B54 I am trusted to carry out my job effectively	30		60 6	90%	+2	+1 🔶	0
B55 I believe I would be supported if I try a new idea, even if it ma	ay not work 16	56	20 6	72%	+6 💠	+1	-3 💠
B56 In UKHO, people are encouraged to speak up when they ide or delivery risk	ntify a serious policy 14	52	20 10	66%	New	0	-5 🔶
B57 I feel able to challenge inappropriate behaviour in the workpla	ace 10	51	22 12 5	61%	New	-2 🔶	-6 🔶
B58 UKHO is committed to creating a diverse and inclusive workp	place 13	49	29 6	62%	New	-12 🔶	-16 🔶
Leadership statement	Strongly agree	Agree Neither	Disagree Strongly disagree				
B59 Senior Managers (C grade + ExCo) in UKHO actively role mo set out in the Civil Service Leadership Statement^	odel the behaviours 23	46	18 10	25%	+4 💠	-22 🔶	-30 🔶
B60 My manager actively role models the behaviours set out in the Leadership Statement	e Civil Service 13	48	28 7	61%	+5 🔶	-5 🔶	-11 💠
Civil Service vision	Strongly agree	Agree Neither	Disagree Strongly disagree				
B61 I am aware of the Civil Service vision for 'A Brilliant Civil Serv	rice' 26	28	35 10	28%	New	-15 🔶	-28 🔶
B62 I understand how my work contributes to helping us become Service'	'A Brilliant Civil 18	38	32 10	20%	New	-17 🔶	-25 🔶





Hydrographic Office	Returns : 683	Response rate : 73%	Civil Service People Survey 2017
All questions by theme			 indicates statistically significant difference from comparison indicates a variation in question wording from your previous survey
Wellbeing	0-4	5-6 7-8 9-10	% Positive Difference from previous survey Difference from CS2017 Difference from CS High Performers

Unlike the questions B01-B62 which ask people to rate their agreement from strongly agree to strongly disagree, the four wellbeing questions use a 11-point scale. The scale ranges from 0 to 10 for each question, where 0 is equivalent to 'not at all' (e.g. 'not at all satisfied' or 'not at all worthwhile') and where 10 is equivalent to 'completely' (e.g. 'completely satisfied' or 'completely anxious').

For questions W01, W02 and W03 the percent positive is the proportion answering 7, 8, 9 or 10 to each question.

W01 Overall, how satisfied are you with your life nowadays?	16	23	53	8	61%	+1	-5 🔶	-7 💠
W02 Overall, to what extent do you feel that the things you do in your life are worthwhile?	14	20	51	14	65%	0	-6 🔶	-8 💠
W03 Overall, how happy did you feel yesterday?	20	22	44	14	58%	0	-5 🔶	-7 💠
For question W04 the percent positive is the proportion answering 0, 1, 2 or 3 to the question.	0-1	2-3	4-5	6-10				
W04 Overall, how anxious did you feel yesterday?	19	28	20	33	48%	-1	-1	-4 🔶



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United Kingdom Hydrographic Office	Returns : 683	Respons	e rate : 73%	Civil Se	ervice Peop	le Survey	2017
All questions by theme					cally significant different different		
Your plans for the future							
C01. Which of the following statements most reflects your working for UKHO?	current thoughts about			Difference from previous survey	Difference from CS2017	Difference from CS High Performers	
I want to lear	ve UKHO as soon as possible		-	3% 0	-1	-4 🔶	
I want to leave UK	HO within the next 12 months		1	3% +1	-2 🔶	-5 🔶	
I want to stay working for U	KHO for at least the next year		3	1% 0	-3 🔶	-7 🔶	
I want to stay working for UKHO for	or at least the next three years		4	8% 0	+4 💠	-4 🔶	
The Civil Service Code							
Differences are based on '% Yes' score		% Yes	<mark>%</mark> No	% Yes Difference from previous survey	Difference from CS2017	Difference from CS High Performers	
D01. Are you aware of the Civil Service Code?		87	13 8	7% -2	-5 🔶	-7 💠	
D02. Are you aware of how to raise a concern under the C	Civil Service Code?	62	38 6	2% -3	-6 🔶	-12 🔶	
D03. Are you confident that if you raised a concern under UKHO it would be investigated properly?	the Civil Service Code in	68	32 6	8% +5		-8 🔶	





♦ indicates statistically significant difference from comparison

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Civil Service People Survey 2017

^ indicates a variation in question wording from your previous survey

All questions by theme

Discrimination, harassment and bullying

E01. During the past 12 months have you personally experienced discrimination at work?

	% Yes	% No	% Prefer not to say
2017	10	81	9
2016	9	82	9
CS2017	12	80	8

E03. During the past 12 months have you personally experienced bullying or harassment at work?

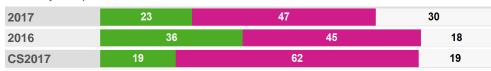
2017	9	82	9
2016	8	82	9
CS2017	11	82	7

For respondents who selected 'Yes' to question E03.

E05. Did you report the bullying and harassment you experienced?

	% Yes	% No	% Pref	er not to say
2017	48		30	22
2016	32		48	20
CS2017	37		49	15

For respondents who selected 'Yes' to question E03. E06. In your opinion, has this issue been resolved?



For respondents who selected 'Yes' to question E01.

E02. On which of the following grounds have you personally experienced discrimination at work in the past 12 months? (multiple selection)

	Respons	se Count
Age	13	
Caring responsibilities		
Disability		
Ethnic background		
Gender	15	
Gender reassignment or perceived gender		
Grade, pay band or responsibility level	32	
Main spoken/written language or language ability		
Religion or belief		
Sexual orientation		
Social or educational background		
Working location		
Working pattern	15	
Any other grounds	16	
Prefer not to say		

For respondents who selected 'Yes' to question E03.

E04. Who were you bullied or harassed by at work in the past 12 months? (multiple selection)

27	A colleague
	Your manager
10	Another manager in my part of UKHO
	Someone you manage
14	Someone who works for another part of UKHO
	A member of the public
	Someone else
10	Prefer not to say

Please note: Counts of fewer than ten responses are suppressed and replaced with '--'



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Civil Service People Survey 2017

Appendix

Glossary of key term	S
% positive	The proportion who selected either "agree" or "strongly agree" for a question (or all questions within a theme in the case of Theme score % positive).
Previous survey	Comparisons to the previous survey relate to the results from the 2016 Civil Service People Survey. Where a question is flagged as changed since the last survey comparisons should be treated with caution as changes to wording may affect how people respond to the question.
CS2017	The CS2017 benchmark is the median percent positive across all organisations that participated in the 2017 Civil Service People Survey.
CS High Performers	For each question, this is the upper quartile score across all organisations that have taken part in the 2017 Civil Service People Survey.
Rounding	

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy.

Statistical significance: 🔶

Statistical testing has been carried out on the comparisons between this year's results and your previous survey, CS2017 results and CS High Performers results to identify differences that are statistically significant. You can therefore be confident that the difference represents a real difference in opinion between the results.

The employee engagement index

The survey includes five questions that make up the engagement index (B47-B51). The index score represents the average level of engagement in that unit and ranges from 0 to 100. An index score of 0 represents all respondents in that unit saying they strongly disagree to all five engagement questions and a score of 100 represents all respondents saying they strongly agree to all five engagement questions and a score of 100 represents all respondents saying they strongly disagree to all five engagement questions and a score of 100 represents all respondents saying they strongly agree to all five engagement questions.

The drivers of engagement

While the engagement index shows the average level of engagement, it does not show what you can do to improve engagement. Nine themes have been included in the survey to measure employees' experiences at work. A statistical technique, stepwise regression, is used to identify the extent to which each of these themes has an association with engagement. The themes identified as having an association are called the 'Drivers of engagement'. The strength of association with engagement varies by theme and is illustrated by a 4-bar icon, as shown below. Themes with a full 4-bar icon have the strongest association with engagement.

strength of association				ail
with engagement	al l	al	ail	the analysis has not identified a significant association with engagement
1 0047				

Changes to theme scores in 2017

Small changes have been made to some of the headline themes in 2017. Three theme scores (Organisational objectives and purpose; Resources and workload; Leadership and managing change) are based on one fewer question in this year's survey. Previous survey scores have been recalculated on this basis, to allow for theme trend comparisons.

Confidentiality

The survey was carried out as part of the 2017 Civil Service People Survey, which is managed by the Cabinet Office on behalf of all participating organisations. The Cabinet Office commissioned ORC International to carry out the survey. ORC International is a member of the Market Research Society, and is bound by their strict code of conduct and confidentiality rules. These rules do not allow for the breakdown of the results to the extent where the anonymity of individuals may be compromised. Groups of fewer than 10 respondents will not be reported on, however their responses do contribute to the overall scores for the unit and organisation they belong to and the overall Civil Service results.

